

**SPECIAL COUNCIL WORK MINUTES**  
**MAY 13, 2014**

The City Council held a work meeting on Tuesday, May 13, 2014, at 1:00 p.m., in the Council Chambers, 10 North Main Street, Cedar City, Utah.

**MEMBERS PRESENT:** Mayor Maile Wilson; Councilmembers: Ron Adams; John Black; Paul Cozzens; Fred Rowley; Don Marchant.

**STAFF PRESENT:** City Manager Rick Holman; City Attorney Paul Bittmenn; City Engineer Kit Wareham; City Recorder Renon Savage; Finance Director Jason Norris; Police Chief Robert D. Allinson; Fire Chief Paul Irons; Leisure Services Director Dan Rodgerson; Economic Development Director Brennan Wood; Events Coordinator Byron Linford; Parks Superintendent Wally Davis; Recreation Coordinator Marlene Kay; Golf Pro Jared Barnes; Aquatic Center Chris Hudson; Cross Hollows Larry Olds; HR Director Natasha Hirschi; Executive Assistant Ruth Sessions.

**OTHERS PRESENT:** Doug Hall

**CALL TO ORDER:** Councilmember Rowley gave the opening prayer; the pledge of allegiance was led by Doug Hall.

**BUDGET:**

**Economic Development:** Jason – we will talk Economic Development in the general fund and Brennan administers the RDA fund as well. In the Economic Development budget there is a \$13,000 increase for economic incentives they are collected from other entities, this is for Genpak which is estimated off \$1,000 per job. The RDA. Paul – you need to convene the RDA if you are to discuss its budget. If it bleeds into the Council budget you can talk about it, but you will need to notice the meeting. If it impacts the City budget you can talk about it. Jason – brief overview of the fund without decisions. We have added tax incentives for events over the past year. In relation to other discussions there are requests as far as street lights as talked yesterday; signage on the interchange. We can talk in more detail when we have a meeting. Rowley – how far does the region run? Paul – the old project area? Yes. We need to separate the old from today. In the 80's the first project ran South to North interchange and 200 North to the Crystal Inn, 500+ acres. After we did that the Legislature said you cannot have a massive project area, it has to be less than 100 acres, so it was the downtown area, but we were grandfathered in. We have a few areas now, GAF, Port 15, MSC Aerospace and maybe a few others. Rowley – Jason mentioned the street light project, is that in an area? Paul – no, the funds to do that are to come out of Lin's revenue and it is not restricted.

Capital requests – Brennan – the north and south interchange billboards are a challenge to maintain, the neon lights break and the lettering cracks. We have been spending \$4,000 a year to maintain. Mayor Burgess and Nina pushed for the south interchange billboard to be redone. It would not be backlit, front lit taking away the maintenance, we are now

paying a lot of cost on labor. It would redo the face and a frame for billboard material and front light. It would also be more of a branding piece, a lifestyle picture and welcome to Cedar City. The lights would be LED. We did get two rough estimates on costs, the bid Star was \$16,000 per billboard, YESCO estimate is between \$35,000 - \$40,000 for both signs; the general structure would remain the same. Rowley – if we only do one would it be the south? Brennan – it gets more sun and needs more maintenance. We put that as an option on the branding. Rowley – what would a vinyl insert be if we wanted to change them? Brennan - \$1,800 – \$2,000 each, since it is flat against the structure we could change them out often. Danny and I did the designs quickly, it is just an example.

Brennan – the Main Street lights, as Wally's team is taking off the broken limbs, we don't know how many lights are damaged. The bid from the company that installed them, to take them down it is \$4.00 a strand \$8,180, \$12,270 to reinstall them. I talked to a lot of merchants and they really like them. We have had great reviews from the merchants and the citizens. Can that happen sooner than later so lights are not hanging? They also need to trim all the broken branches that they cannot get to. We were planning to take them down and trim them in the fall. We were planning to do that every two years. As the tree grows the strands tighten and that is why they need to be redone. Because of the situation we asked if they could come out sooner, he said he was booked but would try to get out here to take them down and the reinstall would be later. We should probably turn the lights off now. Mayor – is there a safety issue with them hanging? Brennan – it could be, but it doesn't look good. Rowley – they do make the City look festive. Jason – on signage are you open to that, do you want options, or not do it. Rowley – a bad sign is worse than no sign at all. Mayor – do you want us to go down the path of front lit or not light at all? Council – front lit.

Jason – tell them about the study for Tech Park. Brennan – I see this being 4 years down the road. I met with Coldwell Banker Advantage and they were excited about Port 15, they brought a lot of companies to St. George and they are at capacity now. They have great connections nationally and feel Cedar City is a key option. They feel they can move Port 15. What is our next step to develop some type of Tech Park? We have great industrial but lack in the big technology industry. I would like to do this in about 4 years. Rowley – the Tonaquint Park in St. George have fiber optic, do we have that here? Brennan – we have 4 fiber providers. Rowley – is there a natural location? Brennan – you need two providers and we have 3 on 200 North so we have a lot of potential space and providers. A study would answer the questions in detail. Rowley – anything else they need? Brennan – coders and programmers which everyone is lacking, they put them through a training course. We have had a company look, we need more of that. We are looking to expand the engineer departments at SUU and SWATC. Rowley – structure it is a room like this with a computer feed. Brennan – yes, but need to cool the servers. Black – does it need to be in place or do they come in and build? Brennan – we have certified science, now they want it shovel ready, in the future certified sites, different things available in the park, they will come in and certify the park and send it out to the industry and those are the sites that the companies want.

Five years down the road another vehicle, I put 60,000 miles in 4 years. Four years ago when Genpak came in they were looking at this location and another and we offered an incentive. They did not think they had to improve Cross Hollow Road, instead of the tax increment we are responsible for the improvements on the road. We have collected tax increment for 3 years and that money will go toward the road improvements west of Genpak, curb, gutter, fire hydrant and widen the road. Paul – that is another project area. Cozzens – our labor force, how are we doing? Brennan – we are at 4.6% or 4.7% unemployment. The State of Utah is growing and people are moving here for jobs. We market with GoEd. It is advertising and getting people to know the area. In the future it will be workforce focus, my budget will travel to trade shows to workforce development. We are still healthy. Once companies get here they find out they don't need the large population because of our quality workforce. Black – where are we with the medical school? Brennan – the bottleneck is the two year rotations, for every clinical you need a letter of intent or rotation, the school is going out to find enough rotations for every one clinical student. It is moving but slower than thought.

Jason – the last request is in the personnel section, he is requesting that we adjust his salary closer to the median salary, the amount was substantial I did not know if staff could make that decision.

Brennan – you know where I am coming from, International Economic Development Council is the mean for different Economic Development folks in similar situations. If you are my title with a bachelors, have a course, Utah mean, I looked through that, I would like to be average on the wage. There is a fee collected for 5 years, I am proposing the increase comes from that fee \$42,667.92. We collected \$10,000 last year, \$11,000 the year before, the tax increment has a 15 year window, and we are 5 years in that. A fair number in admin is 5% fee. A lot of areas in the Wasatch Front that is how it is funded. Last plug, I feel like we received a lot of awards, the Governors Energy will give me the Energy of the year award. It is a safe fund, we are 5 years into the 15 years. We can increase the revenue. We have projects in the work, a steel fabrication company from Georgia; from Oregon a data center these are both looking. Sucom, First Wind Solar projects, I have a lot of solid projects.

Black – as I mentioned yesterday, it is impossible with our economics to be fair and equitable to everyone. As elected officials have a responsibility to evaluate what we have, a few today that come to focus. We see that at the Plant to require a position. In Brennan's case we need to value what they do and what they have done, what it's worth to us and what happens if we don't have them and go back to square one, do we get someone with the contacts and pipelines and contacts that they can be as effective or more effective. What happens if we have to step back, what is the loss of value? What happens in a search process if they choose to leave, can we get someone entry level. A lot goes into that decision. If we have an additional funding source to help or pay for everything that goes into that process. I would like to go through the valuation process with this one. If we can't approach totally, we need to approach some. The value they bring is valuable and needs to be considered. Marchant – if we went to this funding, or expending to make salary more of his administrative, would it free the salary to another

area. Jason – the funding is not contingent on paying the Economic Development Director, we are entitled to those funds based on the administration of the areas. When Paul writes documents or I do financial end that is part of that. It can be used for Brennan; it can elevate some of what we already pay for Economic Development. Marchant – if there is extra dollars involved and we exceed the salary level and take it back, can we take back money in the salary pool for other groups to participate in? Jason – yes. His budget is over \$100,000 and we can transfer \$10,000 for the increase and the difference and put it toward the existing salary. It could go to Admin or Legal. Paul – it could be a bill from Admin to RDA and used in general fund purposes.

Rick – I appreciate that suggestion that we evaluate positions. I know Brennan's suggestion that we look at market data is something we need to do for a number of positions. Black – it is a hard decision, is it a cloudy crystal ball, yes, but we need to look through this. We won't be able to do all of them every year. Mayor – would the Council be alright if we went through the different employees. Currently we are not following the compensation policy. Rowley – I have said to others there comes a point where we say we cannot compete, that is the balance. I agree with what John says, but we can run ourselves into the ground trying to keep up. Mayor – is there a way you want us to look there are a number of personnel requests. Is there a way you want us to go about it? Rowley – how long does a personnel study take? Rick – a matter of minutes, we have one, but may want to look further. Marchant – what are the questions we use as protocol for the valuation? Natasha – there are several aspects and have done several. Positions, internal equity, job description. We have a comp survey access I can pull every position in the City, it can be done quickly, but you are going by titles. It would give you a ballpark, but go further if it is detailed. Cozzens – government agencies keep going up, where does it end. We don't always add the compensation package to these numbers. Rick – that is part of the comp survey data that we have, it gives a salary and total compensation value. Rowley – we may never be able to match, but to know where we are if we are grossly under or overpaying. The more we get the better. Rick – I understand what Paul is saying, we can see the cost of living in the different communities and see if a house cost more there than here and make those adjustments, and then you can see the salary may be different but look at the cost of living to bring it more acceptable. Natasha – a few years ago we used cities based on size, cost of living, so we have a good idea. If you do a study and it costs about \$28,000 to do a study for us and develop a pay structure, the one we have we are not following. You could also get other estimates. Cozzens – when we list salaries, I would like to list benefits. Natasha – we do list the benefit package. I can pull up the benefit packages, and in Utah it is pretty standard. I can also pull up health insurance. Adams – is this the same company we used? Natasha – we have been a member as long as I can remember. Adams - We found it was difficult to match at that time. It is a good way to valuate, but benefits need to be included. Natasha – a benefit of an outside organization is they go into more detail so you can see like a billing clerk, if they have one or three, most have three and we have one so it is not comparable. Mayor – would the council be ok to look at a compensation policy and different ways to approach the problem. Rick – would you consider having a comp survey done by an outside firm, to look at all areas? Black – now or in another budget? Rick – soon. Cozzens – I don't know about paying the money and then not be

able to do it anyway. I think Natasha could do as well as job. I think you pay a lot of money. Marchant – you get fresh experienced eyes, sometime you get complacency. Are we qualified to do in house, probably, should we do it in house? I don't know. Cozzens – do it in house and use the \$28,000 to give people more money. Mayor – start in house and if we need more information. Black – I would like a list of positions that we need to look at and then have Natasha do the work and then we can decide on a study at that time. Natasha – if we feel our job descriptions are good and accurate we can take that off their fee, so there are things to bring the cost down. Marchant – let's find out what ones should receive consideration, and if we need to go into depth then we look at another company. Adams – you will also find some that are overpaid. Natasha – what do you need by prioritize? Black – the positions that come up in budget. Rick – we will develop a list and give you the criteria. It won't just be positions brought up through this, it will be all positions.

**Events/Heritage Center:** Byron – I can mention that the PD, PW and all departments can say the same thing. Compare apples to apples, will it be an event coordinator, theatre manager or fund raiser, I do all. I hope all is taken into account. See Exhibit “A” ½ my budget last year went to Tour of Utah, some of the burden will be shifted.

Jason – Heritage Center operational changes is both general fund and a little county money and TRT for Byron. We have added \$200 to supplies/expense \$200 to janitorial and \$8,000 to utilities. The County had committed to Mayor Burges \$1,000 a month, part went to the utilities. The \$25,000 unchanged for travel and training, that is from TRT to meet Byron's travel to meet with events. Recruiting line is the ½ marathon, tour of Utah and various events. We have transferred TRT to elevate fundraising he has to do. A few of the events are big for Cedar City and Byron does have to get sponsors. We also with the TRT funded a new car at \$23,000. Byron and I initially talked a used vehicle; we looked at the State Contract, for a few more thousand we could get a new vehicle and contribute \$1,000 - \$2,000 from capital improvement fund if that is more intelligent. Black – what was the used year? Byron – 2011 and we found a new one for the same price. It is an all-wheel vehicle so we can pull trailer. Adams – how many miles do you travel? Byron – 12,000 to 13,000 miles, I have had a lot of breakdowns, I have repaired on my own, and we are throwing good money after bad. Cozzens – we need to get you a car that works and if new is that close let's do that. Byron – I do haul people and have broken down with some people.

Jason – capital request, we have talked about the vehicle. There were 12 requests between Events and Heritage Center; we have proposed to fund booking software for the Heritage Center. We are trying to be efficient and keep the costs down. The bookings are up and have been the last two years. They either need additional personnel, hourly or another position or purchase the software for \$9,000 to help when the book the facility. The square footage of rooms in the system, calculate layout for banquets and meetings, take people around the facility and show prices, and it will be more accurate in scheduling. I have been back and forth, \$9000 is quite a bit, but the volume of business we need people or technology. Marchant – what is the payback? Byron – we are the only theatre that still does thing manually, all have gone to a system like this, it

eliminates overbooking and we can take from reservation to invoicing on the same system. If you take the time to manually enter things we can move to do other things. The system we looked at does what we need, we reached out to other centers and this was the most popular. It has free upgrades for four years. Cozzens – I love technology, but does a calendar not work? Byron - We have a calendar and then put it in the computer and then we have to bill after that. We have to manually enter everything, with this we do it one time and it carries all the way through. It will expedite paying people as well. Black – is there ticketing on this? Byron – we bought the ticketing system last year. We can book a room immediately. Adams – is there a maintenance cost? Byron – not for 4 years. The cheaper system you have to pay for the upgrades each year so over the long haul it pays for itself.

Byron – the facilities are over a decade old and things are starting to deteriorate so look at them and so we can do things in the future. Cozzens – if you look at the carpet, I think you make it stretch. We need to use some of the RAP tax to do things like this in O&M. Byron – there are ways to buy carpet that has 10-12 year production, we can identify rooms at a time. I think we need to not pretend that it will be ok forever. Mayor – as with fleet maintenance, we have talked about going through the different buildings and identifying carpet and other things we need to focus on, are you ok with that? Yes.

Jason – Byron has made a salary request for himself and Jason. Byron – we have talked about it, if you evaluate what I really do, and it is hard to compare apples to apples and I am compensated ½ of what others are in the area. Everyone wants more money, but I have proven myself over and over again, with TRT there is an alternative source, you could take a burden off the taxpayer to pay me. Also off my performance. We had the highest occupancy rate in February and I should get some of that.

**Fire:** Jason – we increased uniform allowance by \$1,800, capital \$25,000 for equipping the military trucks, we did not fund at this time. Additional we talked about classifying Mike Phillips from hourly to salary position, any overtime Mike works gets him close to a salary he would be eligible for, but did not fund it at this time. Black – is that new for range fires. Chief – we didn't have wild land fires last year. Hazmat money is up, about \$6,800 and I want to put that in the state wild land grant to do something on the trucks. Black – when we get revenues do they go to general fund or does he build reserves? Jason – taxpayer or county funds that come to fire department go to the general fund. If they respond to fuel spill and reimbursed by a company to respond to that, we let Chief re-budget that to something he may need. Rowley – what percent higher than what it costs us? Chief – I go off the State Wild land and then charge them for absorbance, so it is what I pay, I don't come out much ahead. Jason – if our fire department responds to fires from other agencies we decided we would cover expenses and then in capital improvement for them. Paul – on hazmat there are state laws, but it has to be actual costs. Chief – the only money we gain is the charge for the vehicle, but we do have wear and tear. Mayor – yesterday the sewer plant had in their budget for a fire truck pad, what is your view? Chief – there is not a hydrant for the fire suppression. The pad is an agreement that we have a hard surface for the truck and we can take their clean water. With the new construction we made negotiation if we have a hard pad I can pump to

other trucks if you have a fire. Black – define hard surface? Chief – cement and access to the pad. Mayor – is it critical? Chief – if there is a fire and you want me to put the fire out it is a good idea. Rowley – when is the new truck arriving? Paul – platform is ready for the ladder, the week of June 9<sup>th</sup> to complete, I hope to have them for the 4<sup>th</sup> of July parade. There will be another few weeks to put the equipment on them and then training.

Chief - I proposed to move Mike, I looked at his average, and I feel it would be more economical to put him in an exempt role to compensate for the things he does that he does not charge me for. Black – does that get rid of overtime? Jason – if we pay overtime we don't have to pay retirement. Chief – you don't pay as much on the fire department retirement as you do for the other employees. The engineer slot looks like a new position, but it is filled by an employee I already have, it is like \$0.25 more an hour. I have an employee who meets ½ of that standard, once he meets the rest I would move him up. If I followed all restrictions, I can't have he and Travis change the oil in my engines, this shows we are moving in that direction. Rowley – do you do mechanical work? Chief – I do maintenance in house. The secretary I have said she is retiring and won't be doing the work. Is that your wife? Yes. Marchant – who is the inspector? Chief – the entire team. Rowley – was there ever a paid secretary? No.

**Police:** Cozzens – are you looking to replace all your fleet to trucks? Chief – patrol, they are comparable to the Chargers, we will wait and see. I don't think we will have more maintenance.

Jason – we did small increases for telephone and dispatch contract. We reduced patrol enhancement equipment because of a decrease in traffic school, and a \$6,000 increase in liquor enforcement off set by State money.

Capital requests – Jason – the request list is lengthy, the Chief can go through. Chief – I will hit on ones prioritized. The vehicles, we look at we are pushing to 100,000 miles, maintenance cost and stagger so we don't get a lot in one year. We asked to replace detective car and 3 patrol vehicles, all between 92,000 – 100,000 miles. It will be ongoing cost every year. Rowley – 3 trucks? Chief – yes and one small SUV for the detectives. Cozzens – how is it working out going to 100,000 miles? Chief – good, not more maintenance. We have \$23,000 for SWAT Team ballistic equipment, they all have a life span, which is 5 years and it is a national standard, it is all five years. Marchant – do they deteriorate? Chief – that is what they claim. The tough part is we want to say they are ok, but I don't want to find out. When we organized the team we used it with Task Force money. This is a multi-agent team; this is just for our officers. Rowley – how many people on the team? Chief – we have 6 from our Department. Mayor – didn't you budget for 9, the breakdown we have is for 9 officers. Chief – we had 10 officers, 1 from the County and one from other agencies. Rowley – it would be good to next year set aside money so we replace 2 every year. Chief – we have the same issue with vests the patrol officers wear and they are staggered. The other request, we have desktop computers and they are antiquated. We tried to replace them this year; we are trying to get updated. We also wanted to get body cameras on the officers, the ones in the cars are a benefit to the officer and to the citizens, but they are only good for what is in front of

the car. We are finding that the cameras reduce our liability and complaints. They have them to clip on the officers now. Rowley – do you have to keep the ones in the vehicle as well? Chief – they are not as good as the ones on the body, but they are making dash mounts for them now. The information stores on the camera and then they download at the end of the shift. The last two, GPS vehicle tracking in the officers cars, we have had it for 9 to 10 years, a lot are not working and are not accurate, it helps dispatch and the sergeants to locate where the officers are. Audio/video recording, we would like to update the recording for the interviews with suspects and victims; we are required by law to do this. The vehicles and ballistic vests are funded.

Personnel – Jason – Chief feels strongly about the compensation and the number of positions. Chief – overview, we haven't hired additional personnel since 2006, same number of detectives we did when I came 16 years ago. We have not put resources into the detectives and they are hammered, I am not exaggerating, we have cases that are not getting any attention, they have about 25 cases each. It is a level of services the citizens are not happy with. We have 3 detectives and are called about 76 times a year. The double homicide I had two detectives out of town. Mike Bleak, Tim Bonzo, JR Robinson and Dustin Orton off patrol right now. We have 3 homicides in the court system right now and they take a lot of work. Our sex offenses we are a lot and lengthy investigations. We also have fraud investigations they are very involved and take a lot of time. Rowley – are they divided by specialty? Chief - no, I don't have enough to give cases attention when they come. The County Attorney is pushing to have one in sex offenses, but we cross train in all areas. Rowley – if you add a person you have to add office space, car, etc. Chief – I have the office space, but the rest would be needed. That is my 3<sup>rd</sup> priority. The last 10 years I have done salary surveys with our peers throughout Utah and every year I have asked for salary increases, we are 2 or 3 from the bottom; I encourage the City to do a market analysis. Because of salaries where they are we are asking the officers to do more specialties, K-9, traffic accidents, etc. we ask more and more without compensation. To put someone on SWAT and you take on more liability but you get paid the same. I have asked for compensation for the specialty positions. When they have 3 areas of training they could receive additional compensation, it would take time to get there. We are looking at \$45,000. I have also asked for educated and bilingual officers. I am a firm believer in a college educated officer, they are a better officer. The bilingual we have places we can't send an officer unless they speak Spanish. I have 6 officers that speak Spanish. Rowley – we are a training ground? Chief – we were 5 years ago, but we aren't right now. We don't want to get there, it is expensive. The last thing is the market analysis, do the study on the employees, I appreciate the value added positions, but I don't know how you do that, I can give you a pitch. We need to look at what every employee brings and how you compare. If you look at all of them, I don't think we have looked at it enough to know. I don't think all are under paid, but I don't know. There is value, when they did the Hay Study, they gave a range and put you in a range based on experience. You will get feelings if you pick and choose. It is good if employees can see that they will get there in 3 years. Cozzens – that is a problem, the role of government is police, fire roads, water, sewer, etc. We can't support people we need to when we build pools, trails, etc, things we can't support. That is the challenge I have. Chief – I wish I had other areas to draw funds from like some do.



**Animal Control:** Jason – we are identifying \$2,400 the shelter does sterilizations, we take deposits, and those funds have to be used for sterilizations by law. Chief also asked for reclass of the two positions, we did not fund those. Chief – the Animal Control Officers (ACO) are grade 7, Code Enforcement are grade 9, if they were the same I could use all four to cross train to do code enforcement. Right now I don't have the ACO I filled because they don't have the experience, they have to be there 2 years. Rowley – have we talked about sharing with the County? Chief – the shelter is 50 years old, we have 800 square feet for dogs, 21 cages, 140+ feet for cats and they are stacked on each other. We have to keep animals for minimum 5 days. When we get above the numbers we have to euthanize, we try to get them claimed. We will always be a kill shelter because we don't have the space. We have put together ideas for shelter to operate and give some growth. I sent Lt. Millett to several shelters to see size, projected to grow. He drew up the plans and then gave it to the Engineers office to do plans. We had a meeting with the Enoch and the County to look at combining, and the County was not interested. Enoch was interested about further discussion. The County wanted to have the option at a future date to expand on ours. Rowley – all the things in the world for donations, a new shelter would be one place to receive private donations. Cozzens – we need to be careful on the costs. Chief - \$140 a square foot includes impact fees; it may be a little high. We are going off Larry Palmer's numbers and the last Fire Station. Black – have you looked at locations? Chief – with Enoch they liked the old sewer plant property. You could have a shelter and a dog park together and you could get more volunteers. We would have to look at the costs. We need 4,000 square feet, we don't have the space to take a dog out and clean. Rowley – how does the no kill shelter work, does every animal get adopted? Chief – it doesn't, they are kill shelters but they claim they only kill those that are not adoptable. A lot they will send to other agencies like Best Friends. Black – I would like to look at upgrading at least one of the Animal Control Officers. Cozzens – if we cross train can we get better things done? Chief – I don't actively enforce some of the animal control violations, if we did everything we should as well as with code enforcement, we could do a lot more for the City. Code Enforcement had 247 written cases last year and Animal Control had 290, those are just the ones with documentation, which is pretty busy, I think the Code Enforcement could do more. We impounded over 4,000 animals last year. Cozzens – why does Code Enforcement not help animal control more? Chief – my Code Enforcement guys claim to be busy, I look at numbers, and I know they could do more.

Doug Hall – I think this is a good opportunity to make an observation. If you look in the budget, under revenue you see dog and cat licenses and it is \$2,000 collecting. I would look at that being a means to fund animal control. We have such a minuscule amount that we could enforce and cover animal control costs. We should take a hard look at that and require people to get dog and cat licenses. Rowley – also make sure they are sterilized. Doug – there are different fees for sterilized animals. Marchant – how do you find out if you don't have someone to do that? Doug Hall – I don't think people know they need a dog or cat license. Marchant – I think they don't care. Doug – then do away with the animal control ordinance. Chief – it is enforced with the barking dog, they get a warning and then enforce. We don't have time to go door to door.

**Parks:** Jason – overall you will see that we tried to slow the pace of spending in Parks & Rec. you will also see that we funded fewer capital projects than we have in the past few years, it has been a priority in the past for playgrounds, trails, etc. Parks & Cemetery \$800 into the building and ground maintenance with the south interchange in mind to fund the cost to maintain that area \$1,500; \$1,500 in special department supplies for flags in parks etc. Wally – I asked for operating by \$6,500 in salary and temp. On travel and training I asked for \$750, we have passed up on training. Equipment maintenance \$400 additional. On the special department supplies I asked for \$8,700 for chemicals and fertilizers on the new ball fields.

Capital – Jason – we funded \$18,000 for riding lawn mower out of capital improvement. Many items on the list are eligible for RAP Tax. Kit can clarify if they are eligible for impact fees. I don't know where we will end up. Wally – when we met earlier this year, I had 17 items, we cut it off at 7 and I got 1. Priority 1 & 2 were trail money. Part of the south interchange trail fencing did not get approved. \$481,000 was for the East Bench Trail. Black – south interchange, what is required that the State did not put in. Kit – it is to deal with the trail, the State will only rough grade. Black – they tear out asphalt and give us dirt? Kit – they discussed that when they came in. Black – it won't matter until we get stock going through there. Kit – that is \$21,000 to fence for the livestock. Asphalt on the trail is not a priority until we extend it over the hill. The fence will be an immediate issue once the interchange is done. Included in the \$54,000 was the asphalt from east to west side of the freeway and included the fencing that will be needed. Cozzens – could it be part of the community donation. Wally – the cows get on the Cross Hollow trail and we purchased a sweeper to clean that trail. Sheep are worse.

The east side is a carryover from last year. We wanted to add \$25,000 to the project to finish it. Jason – are they eligible for impact fees? Kit – it includes several things, we saved money on the bridge, about \$20,000 - \$25,000, there were four things we didn't know we had to deal with, we had good erosions we had to fix to protect the trail. The field of fabric, the Street is low in the negative on the fuel costs so we helped with \$2,500 in fuel costs and they had to rent special equipment to do that, around \$6,000. When we rerouted the trail we have to put in a large amount of landscape block to reinforce the landscape. We were hoping to use impact fees. Paul – was that on the capital facilities plan. Kit – I think part was paid by impact fees.

Wally – the trail from Cedar Canyon Ball fields we would have savings using in house work. Rowley – how long for the irrigation system to pay for itself? Wally – I think it would in water savings. Rick – we are not paying for water now. Wally – the Water Conservancy District provided us with smart controls, central control would tie into that system. I have 45 clocks so it takes ½ day to turn those out. With central control it ties into a weather station. It is a ballpark number. Most clocks we buy are upgradable. Rowley – did you throw the boat motor in for fun? Wally – we had to redo anchors for the buoys. Someone pulled our buoys in and we have to reset anchors. Wally - the only thing approved was the lawnmower, we need to upgrade, we will ask for one for the next 3 to 4 years. The truck we are trying to upgrade, the trucks are really worn out. One

more truck would catch me up for the full-time people. I will need a cemetery dump truck in the next few years. Utility vehicle is a smaller side by side we use in the parks and on the trails for maintenance. We purchased a few of these and one is now down and the other is on its way. The service lift I don't need, Public Works gave us one. Central irrigation with conservation we need to go this way. Most cities have already done this. One of my employees has worked with central irrigation controls before. Marchant – is there a plan for the replacement of the offices at the Cemetery, what is the time line? Wally – I would like a shop and small office and take it out of the cemetery and sell the plots. The new office would be on the south side of the cemetery. It is 4 or 5 years away. Backing up on operating costs, we didn't increase seasonal labor at fields at the Hills and picking up the south interchange and the South Main Street beautification, if that goes, that will take involvement on our part. Cozzens – we don't want to participate, we can't keep adding to you. Wally – I can't keep up now with the north and center interchange and Airport Road. I looked at the capital it was \$1 million + and I am getting \$18,000. Central irrigation system would save money.

**Recreation:** Dan – if you notice the park request there is nothing for new parks other than the expansion of the trail system. We are looking to maintain what we have. Upgrade a playground that is 14 years old. I understand backing down investment, but we are not requesting new, just want to maintain what we have. Recreation will be simple, the main thing is the master plan, it is 14 years old, typically the City works on a general plan, strategic plan and the parks master plan. We will put \$4 to \$5 million in parks without a plan. The predecessor tried to budget for a master plan. We have \$7,500 carry over and we are looking to double that in-house and with the University. Computer replacement they are on a cycle, and pitching machines we can work into program costs. We want to make a plea. Also I want make it clear that it is not an expansion, but a priority of the parks we have. A lot of Wally's request and for Cross Hollows and Golf Course we are trying to be efficient as possible. Central irrigation is something that will come back to us. Black – can you put together the areas that need to be addressed in the master plan? Dan – my thought pattern is if not overall plan then individual parks. I can get you a list, Lake at the Hills, Golf Course, Bicentennial, I can't think of a park we don't need to prioritize.

Black – have you entertained a team base amount in sports and a per participant fee? Dan – we can. Black – it would make teams and coach's more responsible for putting together a roster. Dan – that is a great idea. Black – the teams would be more committed to the program. Do we get a break from school district fees? Dan – no, they increased the fees.

**Golf:** Jared Barnes – this is my first year. Jason – the logic for the Golf Course this year, I spent time looking back, when it was an enterprise fund it ended up with tough years and we cleared out last year. We don't want to end up in the situation we were in a few years ago. A goal for the Golf Course it to try and break even operationally, we are a ways away with the capital. I have left the general fund transfer at \$24,000; we increased the revenue line items. We proposed to purchase the golf carts, that is \$36,000, I hope to get to the point that the Golf Course cover those costs as well. We are addressing the

prairie dog issue in this year budget. Jared – to address the golf cart issue, I hope after this year I think we can take one or two years off without purchasing, we have purchased 10-11 carts the past two years. We have a total of 64 golf carts, the cost won't carry every year, but will carry next year. The prairie dog fencing takes the bulk of what we may be allowed this year. I want to express thanks to the council and everyone for that. There is a lot of excitement at the Golf Course for that project. There will be a cost savings on equipment and cart savings when those are gone, the equipment takes a beating. We lost a gang on the end of the picker from bouncing over prairie dog holes. There will be an increase in revenue when the dogs are gone. The one thing is the irrigation, it is a huge issue. We have about 6 heads left in the shop and the irrigation budget is spent. The irrigation system on the front 9 was built in 1964. It would be nice to get a little more on that. On the capital front with the irrigation central irrigation, to have 18 hole course without it is tough on Steve. When a storm is coming in he has to drive the course and shut it off, or power the entire well off. There are systems that can be programmed from the office or smart phone. Steve is a talented superintendent and if he had the time he could do other things to improve the Golf Course. The front 9 greens is really bad, metal pipe rusting out. It will need to be addressed. We put a plan together to do a portion at a time, the greens are the first priority, he can't just water the green, it goes down the fairway. If we had better irrigation control he could water greens only. Black – what is the backhoe attachment? Jared – Steve has an attachment that is really old and takes a long time to dig irrigation issues. He could do it quicker and less messy. The greens roller we don't have which amazed me because we have beautiful greens. We got looking at options to purchase reels on a tee mower and it looks like it was funded. The printer is in operations, we do big scoreboards for tournaments, and we have been sharing with Summer Games. Black – Wally would the smaller foot at the cemetery fit their unit, it sounds like a tractor attachment, we do have one of those. It takes about 30-40 minutes to put it on; the older ones take a lot longer. We will share if he needs to use it. Cozzens – could we start doing one green a year or does it need to be done all at one time? Jared – I think we could do that, but Steve would be better to answer that. Hooking the new pipe to the metal pipe is an issue.

**Aquatic Center:** Dan – the main change was the pool programs, the intent was to create new programs and classes, Chris doesn't want to start a program that doesn't flow positive so we asked for a reduction. The only big thing, it has been open 4 years and we haven't increased part-time staff, it needs to be considered. Not any changes I operation. Revenues are up and expenses down. Cozzens – is the \$18,000 from YETI? Dan – yes. The capital was 3 primary things, we have a software system we had vulnerability we have monthly reoccurring billing. Chris has been on the phone with vendors and it is a necessity other than request. The other two were materials for projects we were going to do in house. The slide outside has abnormal fade, we want to repaint. The third, we have a mason on staff, we once planned a barbecue on the pool deck and was value engineered out, we thought we could do in house and would help in rentals. Chris – on the software, at USU credit compliance was something I did, there are issues that need to be fixed. There are several software's we found a large return of \$30,000 in reducing loss in the first year. Online registration was also easier. We requested \$10,000, it is only \$7,000. Black – I hear the indoor slide, it is dark, can we put holes in the top to let some light in?

Dan – we can look at this, we need to check with the vendor. Chris – we need to keep the inside smooth. Black – I had to hear from a grandma that went through it.

**Cross Hollows:** Dan – operationally they are not changing much. He has hit his revenue goals and the Cross Hollow Committee went after TRT funds and has \$30,000 - \$40,000 for improvements. We boosted up his revenue. There are three requests. Larry – on the south entrance where the trailers come in the arena, if we could asphalt 75x45 we are constantly filling holes and smoothing it out. Dan – Larry has cardboard in the window of his truck; we need to look at that, option to have a small run around truck. The hook ups, there is a small campground, we rent out a per night fee if they have high end livestock in the stalls. We want to expand that. Larry worked with an electrician, it is about \$4,000 to get 7 or 8 additional stalls, and it is an investment to help with overall reduction. The Private sector does not allow camping with livestock. The last item, they stay open for open riding and things tend to disappear. We would like to build a room to put tables and chairs and to store and things of value. Cozzens – it might be a good eagle project. Larry – the Heritage Festival has tables and chairs that store in the corner that will walk off. Black – do we have any pickup vehicles that are not being used? Personnel – we continued archery classes and equestrian class, we wanted to have people learn. He has asked for a permanent part time person, we did increase hours last year. Larry – I have an employee that comes from Veyo on big events, I think we will be ok and I have enough in the part-time budget. The problem we have is working weekends all summer long.

**Legal:** Paul – I would ask you to leave as it was proposed and use the funds to re-class the position requested. It is justified; we have had an evaluation completed and a recommendation. I have the money in the budget to do it. Black – we can find \$1,400 somewhere else. Paul – I don't want extra money, I have what I need. Council – do it.

**Administration:** Rick- the only significant change in the operating budget is for years we have been a partner with the County on the reverse 911, it was so limited on what it could be used for, and they found a system that we are not going to be limited to use it for emergencies. We can send out calls when Jeff is going to chip seal a road and can be more effective in letting people know what we are doing. It is geographic or creates a list. If there is an incident in an area he can send out a message. The county billing method was messed up so the \$2,000 increase gives us a lot more options.

Back in the 70's the City received a land and water grant to help build the old swimming pool, the grant money is perpetual meaning if we relocate the swimming pool we need to go through a conversion process and they are mandated by the Feds to do that. We have to transferring the value of the land where the old pool was to a new location. Unfortunately those involved in the 70's action were not around. The State does a periodic evaluation and found out that there was no pool. We put together a list for the State, we looked at Industrial Road railroad track that Union Pacific has abandoned, we were hoping to use that as an alternative, go through an appraisal and allow us to acquire the property. Once we get the property in place we have 3 years to put actual improvements on site. We hope Union Pacific will be benevolent in seeing that the City

donated the property, but I don't think they will. We do have a first right of refusal on Airport Road east. For the trail we would only need to 300 west to the bridge along Coal Creek and go all the way to Cross Hollow Road to the south. We are still waiting to see what Union Pacific thinks it is worth. I don't know the money, but put in \$100,000. The width from Industrial Road south could be industrial or commercial property, we could have the trail and the property to the east could be industrial use. There are a lot of things going in this; we are waiting for Union Pacific. We were also looking at the detention basin with Cross Hollows. We talked about doing a park/pond concept. Cozzens – is there another option if the railroad doesn't work out? Rick – no, there is a rails to trails over the country, but that is the only option we have. Black – would our representatives be able to help with that? Rick – we can ask.

Rick – I know for most of the departments it was disappointing budget for personnel and capital requests. When we went through revenues and expenditures we took a reasonable approach. I am glad departments can come in and tell their needs. One of the things brought up are reclassifications, we have a process outlined in the personnel policy we were able to use years ago and the process is the Department Head makes a request that a position is reevaluated, HR does an evaluation and it goes to City Manager and if the budget can handle it the request was granted. We can revisit the personnel policy if needed; it is more what we can afford than a budget. Reclassifications can now be done by budget. We violated our own policy when we tried to hire positions at a grade and ended up bumping it up. We are not getting the type of candidates so boost the salary without boosting the requirements. We are getting in a position where we are not as competitive with salaries so the evaluation is something we should do. There are parts we could eliminate by having in house staff do it. In administration budget every other year we have to budget for elections, we try and keep that amount in so we don't have to find it the following year. We kept it in and we don't have an election. If we can find a way to reduce the compensation evaluation to a minimum that is a possible funding source. I am worried we are putting ourselves in a position; we know we can't do anything financial now, but if we give the employees something to look forward to, it would be good. Cozzens – I feel we have people qualified to do it in house. Black – I would like to see what we can do in house versus what we have done legitimately. Rick – because we have worked with this group, we could negotiate with as much as we can do on our own. Marchant – Natasha said we can pick and choose. Rick – Natasha has been great to update job descriptions with the department heads and that would take out 30% of the costs.

Cozzens – I would like to thank everyone for your work on the budget. Black – I like that we were able to interact with the departments. Rick – I like the timing and you are still able to hear from the departments. Cozzens – it is tough seeing the needs.

Marchant – we requested additional information, is it forthcoming. Mayor – I have lists and we will get that to you.

Jason – it is the Mayor's budget, from this point forward email and work with the Mayor and she will let me know on changes.

Rick – if there is anything that you are really feeling we need to have we need to figure out a way to fund and we will have to take something else out. Mayor – I hope that through you hearing the presentations, we don't have a lot to fund, it has been difficult.

Cozzens – are there areas in town really in need for tree removal. Rick – Jeff is wanting to start from 200 North south to 200 south between Main Street and I-15. We are trying to get an update through LDS Stake Presidents to see what has been accomplished. In Fiddlers most areas except by the elementary school has been taken care of. His schedule is to start on the 27<sup>th</sup> to do skin patching before chip sealing. Black – does he have a route? Rick – the area for street maintenance. Once he starts street project it will be full force. We hope to get the branches this week and next week. Black – it is the big piles, I don't see the neighborhoods getting rid of large piles. Marchant – at some point we will have to draw the line. We need to get the bulk taken care of.

**ADJOURN:** Councilmember Black moved to adjourn at 4:58 p.m.; second by Councilmember Marchant; vote unanimous.


  
Renon Savage, CMC  
City Recorder





EXHIBIT "A" - MAY 13, 2014 BUDGET MEETING

10-92-614

Event Recruiting Operations Budget

Event	Expendature	Percentage of Budget
Tour of Utah	37,450	49.1
Cedar City Half Marathon	18,610	24.3
Fire Road	6,310	8.2
Cedar City Soap Box Challenge	1,420	1.8
Nordic Experience	2,246	2.9
Southwest Rally Cup	3,450	4.5
Youth Baseball	2,244	2.9
Youth Softball	1,810	2.3
Red Rock Relay	846	1.1
Misc.	2,110	2.9
Total	76,496	100

Receivables	
Cedar City - Brian Head Tourism	21,400
ToU 2013 Sponsors	
Wilson & Whetten Orthodontic	5,000
Pizza Hut	5,000
Cedar City Half Marathon	21,400
10-53-645 Downtown Promotion Fund	10,000
Total Receivables	62,800

2013-14 Actual Budget 31,900

Grand Total 94,700

